

THE INTRODUCTION OF ADAPTIC SYSTEM FOR NEW EMPLOYEES

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Abstract. Abstract: This article is devoted to the solution of certain problems of adaptation of newly hired employees. Studied the main difficulties faced by the new employee. Problems of adaptation in terms of the organization were analyzed by the example of the company «Academy of Yekaterinburg», which had not previously been applied system of adaptation and training of employees. The article presents the calculations of financial losses when using the existing system of mentoring and potential savings using the proposed system. It is proposed to implement the adaptation system in three stages: the first stage, the author proposed to divide the training program into eight blocks, each of the blocks was filled with content. In the second stage the author identified the possibility of using existing training materials and the need to develop some new ones. In the third stage the author identified the next steps of the company during and after the implementation of the common adaptation and training of newly hired employees.

Keywords: adaptation; evaluation; personnel; training program; the effectiveness.

JEL codes: J63; M12.

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